

OFCCP Website Notice

Effective June 20, 2005, OFCCP began monitoring federal contractors for compliance with the requirements of Executive Order 13201 (EO 13201) regarding the “Notice of Employee Rights Concerning Payment of Union Dues or Fees.” OFCCP’s primary responsibility is to determine whether non-exempt federal contractors and subcontractors have: (1) posted EO 13201 notices throughout their facilities **and** (2) included the “EO 13201 employee notice clause” or a reference to “29 CFR Part 470,” in all of their subcontracts and/or purchase orders that exceed \$100,000 and were entered into on or after April 28, 2004. Businesses with contracts less than \$100,000, businesses without a formally recognized union, or businesses located in “right-to-work” states, are exempt and are not monitored for the EO 13201 employee notice posting requirement. Non-exempt contractors in the following locations are subject to the EO 13201 employee notice requirement:

Alaska	California	Colorado	Connecticut	Delaware	District of Columbia
Hawaii	Illinois	Indiana	Kentucky	Maine	Maryland
Massachusetts	Michigan	Minnesota	Missouri	Montana	New Hampshire
New Jersey	New Mexico	New York	Ohio	Oregon	Pennsylvania
Puerto Rico	Rhode Island	Vermont	Washington	West Virginia	Wisconsin

OFCCP conducts the EO 13201 compliance inspections of non-exempt federal contractors during the on-site phase of the compliance evaluation process; pre-notification of the inspection is made by telephonic and written correspondence prior to the on-site visit. **OFCCP will check to determine whether: (1) contractors have posted the EO 13201 notice (poster) throughout their facilities and (2) the employee notice clause or a reference to “29 CFR Part 470” is included in all non-exempt subcontracts and/or purchase orders; three subcontracts or purchase orders will be inspected.** OFCCP will provide immediate compliance assistance when contractors are not in compliance with EO 13201; staff will have EO 13201 posters (English and Spanish versions) with them during the on-site visits. In addition, a link to the EO 13201 posters is available below and posters may be obtained from any OFCCP field office. Compliance assistance information on EO 13201 and its implementing regulations is also available on the link.